MANITOBA ADVISORY COUNCIL ON THE STATUS OF WOMEN

ANNUAL REPORT 1990/91

MANITOBA ADVISORY COUNCIL
ON THE STATUS OF WOMEN
210-500 Portage Avenue
Winnipeg, Manitoba R3C 3X1

LETTER OF TRANSMITTAL...

MANITOBA ADVISORY COUNCIL ON THE STATUS OF WOMEN
210-500 Portage Avenue, Winnipeg, Manitoba R3C 3X1 Phone (204) 945-6281
TDD Line (204) 945-7715 Fax Line (204) 945-6511

September 25, 1991

The Honourable Bonnie Mitchelson
Minister responsible for the Status of Women
Room 118 Legislative Building
450 Broadway
Winnipeg, Manitoba
R3C 0V8

Dear Minister,

I am pleased to submit to you the Annual Report of the Manitoba Advisory Council on the Status of Women for the 1990-1991 fiscal year.

Sincerely,

Marilyn Gault
Chairperson

92-03977/

TABLE OF CONTENTS...

CHAIRPERSON'S MESSAGE 1

ABOUT THE COUNCIL 3

MEMBERS OF COUNCIL 5

ISSUES OF CONCERN 6

COUNCIL ACTIVITIES 18

COUNCIL'S SUB-COMMITTEES 27

PUBLICATIONS 28

FINANCIAL STATEMENT 31

AUDITORS' REPORT 32

CHAIRPERSON'S MESSAGE...

The challenge of working to bring about equality for women often leaves you feeling as if you may be walking a treadmill. For this reason an Annual Report is a good exercise as it often draws out the milestones reached and demonstrates achievements made. As I reflect over the past year, I believe Council has passed a milestone or two.

Council is promoting, as a number one priority, an interdepartmental approach to the prevention of violence, and the treatment for survivors. We believe it is necessary to coordinate services from the Departments of Health, Family Services, Justice, Education and Housing, in order to deal with the pervasiveness of violence in our society. Council is working, in consultation with the Minister of Education, to add the prevention of violence to the mandatory curricula from K-12. If we do not take effective measures to prevent violence, we will never be done treating its victims.

As a result of Council's recommendation to the Minister of Justice, the Pedlar Commission was struck with the mandate to review the appropriateness of procedures in the police and Court systems. We will be continuing our efforts to increase awareness of the need for women to be given fair treatment in the judicial system.

Building on the work of previous Councils, I have had the opportunity to participate in community groups and government-appointed groups addressing the issue of midwifery. Council continues to press for legalization of midwifery in the province.

Another priority for me, as Chair of the Advisory Council, has been to reach out to the communities of aboriginal and francophone women and, to rural, northern and isolated women. We hope by this means to develop a strong provincial network to bring forth concerns of all Manitoba women.

The Advisory Council was there to put Meech Lake to bed for the last time. Since then we have worked to inform the women of Manitoba of further activities on constitutional reform and encouraged their input. We now appear to have high level support on the Charter issue and undoubtedly the point on process has been made. However, we must continue to be vigilant to ensure that national cost-shared programs are not threatened.

Future focus includes facilitating the establishment of a Chapter of Women's World Finance in Manitoba to provide a source of venture capital to women starting or expanding businesses, the establishment of an Enterprise Development Centre to provide training and on-going consultations to create a supportive environment for successful business, and the establishment of, or collaboration with, a private fund or foundation to financially support services leading to emotional and financial independence for women.

Looking back -- yes -- there have been many steps forward and there are many more to go! Women have made progress toward equality over the last year. When there are no longer "women's issues", but only "issues" that concern all of us, we will have achieved equality.

Marilyn Gault is a private consultant with Mancin Consultants, on business start-up and training for women re-entering the labour force. Founder and Past-Rresident of the Women Business Owners of Manitoa. Member of the Alternative Health Care Task Force of the Health Advisory Network, Board Member, Industrial Training Centre. Author of Mancin Business Plan Guide.

ABOUT THE COUNCIL...

GOAL:

To advance the goal of equal participation of women in society and to promote changes in social, legal and economic structures to that end.

BACKGROUND:

In 1970, the Royal Commission on the Status of Women recommended the creation of a federal Status of Women Council and similar agencies concerned with the status of women in each of the provinces and territories.

As a result of concerted lobbying by women's organizations across the country, a federal Advisory Council on the Status of Women was established in 1973 and several provincial and territorial Advisory Councils have since been brought into existence.

The Government of Manitoba established the Manitoba Advisory Council on the Status of Women through Order-in-Council in 1980. To ensure its permanence as an independent, arms-length organization, Bill 3, The Manitoba Advisory Council on the Status of Women Act, was introduced in the Manitoba Legislature on March 2, 1987. The Act received royal assent on July 17, 1987.

The Advisory Council Act requires that in appointing members to Council, the Manitoba Government endeavour to select persons who are representative of the various geographic, ethnic and socio-economic sectors of Manitoba.

MANDATE:

To advise the Government of Manitoba on matters relating to the status of women. The Advisory Council advises government on such matters as are referred by government to Council for consideration and on such other matters as Council may consider appropriate to draw to the attention of the Province.

ROLE:

* *To identify issues of concern to women and to conduct independent research into these areas.*

* *To work closely with government officials from a range of departments to promote the development of government initiatives which reflect the right of women to equality.*

* *To formulate and submit to the Manitoba Government recommendations which can shape policies, programs and legislation to better serve the needs of women.*

* *To consult with Manitoba women and women's organizations on existing and emerging issues of concern to women.*

* *To work in co-operation with women and women's organizations to support and facilitate community activities aimed at improving the status of women.*

STRUCTURE:

The Advisory Council operates as an arms-length body, funded by the provincial government, and reports directly to the Minister responsible for the Status of Women.

Council currently consists of a Chairperson and 14 members, appointed through Order-in-Council for terms of three and two years, respectively.

Council is supported by a staff of four.

MEMBERS OF COUNCIL...

Council membership is representative of urban, rural and northern women. Members have expertise and experience in a broad range of areas of concern to women, including health, education, the justice system, the media, immigration and settlement, labour, farming, employment and training, economics, the arts, spirituality, work in the home, work in the paid labour market, parenting and grandparenting.

Council members consult regularly with representatives of women's organizations throughout the province and with individuals who are working at the community level on women's issues. Members bring concerns expressed by Manitoba women to Council's regular meetings; they determine priorities and formulate recommendations to the Manitoba Government.

DINA AURITI, Brandon - A Licensed Practical Nurse involved in the Western Multi-Cultural Group, the Catholic Women's League, the Inter-Church Council, and the Italian Group of Brandon.

ARLENE BAILLIE, Elie - A physical education and Grade 5 classroom teacher at MacGregor, Manitoba. Activist in issues of equality in education. Member of Women's Initiative Action Team and of the Manitoba Physical Education Teachers Association.

JUDY BURCH, Bagot - A farm partner and child care provider; involved in local farm women's groups.

PAULINE BUSCH, Winnipeg - Education Student at University of Manitoba. President of the Aboriginal Women of Manitoba, Board Member of the Native Women's Association of Canada, served on the Re-Structuring Committee of N.W.A.C. Member of S.U.G.A.R. (Native Diabetics Group). Has been active in the Lynn Lake Friendship Centre. Active with University of Manitoba students opposed to post-secondary funding cutbacks. Interested in essential services for northern communities.

FLORA CAMPEAU, Pelican Rapids - A band councillor for fourteen years.

CATHERINE EVENSON, A radio and print journalist in southern Manitoba since 1969. Editor of the Pembina Times. Also does the University of Manitoba Feature File radio interviews. Focus is rural and farm women's issues. Partner in a grain and cattle farm south of Morden. Resigned from Council, December 1990.

PAULA KEIRSTEAD, Winnipeg - Community developer. Activist in issues of concern to persons of disability at the international, national and local level. Worked with the Manitoba League of the Physically Handicapped, Coalition of Provincial Organizations of the Handicapped, Disabled Peoples International. A Volunteer with the U.N. Decade Conference Committee, the Consulting Committee on the Status of Women with Disabilities, the Disabled Women's Network - Canada, Citizens for Eyecare Education, Prairie Housing Corporation, Lion's Eye Bank, YW/YMCA International Committee. A member of the Nellie McClung Theatre Group.

EDNA LOWE, Thompson - Actively involved in development of a community health clinic. Chairperson of Juniper Centre inc., a life and employment skills training centre for mentally handicapped adults.

ADE MARCOTTE, Ashern - Field Support Postmaster with Canada Post. Active in Rural Campaign for Heart Fund, Ashern Justice Committee.

DIANE MCMILLAN, Winnipeg - A social worker who does counselling with young women who have been sexually abused.

JANICE MUSWAGON, Norway House - Key communicator for the Northern Flood Agreement. Actively involved with youth of the community.

ELODEE PORTIGAL, Winnipeg - Vice-President, Genevieve Holdings of Arizona, community activist. Currently serving on Boards of Winnipeg Symphony Orchestra and the Winnipeg Art Gallery. Involved in fund-raising projects for WSO, WAG and Rainbow Stage as well as Canadian Women's Organization for Rehabilitation through Training (O.R.T.).

PEARL SEUNARINE, Winnipeg - A teacher and ESL instructor. Involved in immigration and multicultural activities, education, training and re-training, ESL opportunities for immigrant women.

GISELE TETRAULT, La Broquerie - A homemaker, active on the parent-teacher committee of Ecole St. Joachim. Director of Societe St. Jean Baptiste, owner of a Marketing Business. Resigned May 1990.

FLORA ZAHARIA, Winnipeg - Former teacher, counsellor and administrator. Member of the Health Advisory Steering Committee, Northern Health Services Task Force, Special Olympics Committee, Vice-President of Mokakit Indian Education Research Association, and member of Manitoba Educators of Native Descent. Named Citizen of the Year, in 1982, by the Indian and Metis Friendship Centre and in 1988, received the Order of the Buffalo Hunt Award from the Government of Manitoba.

BACK ROW (left to right) Edna Lowe, Pearl Seunarine, Arlene Baillie, Judy Burch, Ade Marcotte, Janice Muswagon FRONT ROW - Elodee Portigal, Marilyn Gault, Paula Keirstead, MISSING - Flora Zaharia, Gisele Tetrault, Diane McMillan, Catherine Evenson, Flora Campeau, Pauline Busch, Dina Auriti

ISSUES OF CONCERN...

"... this Canada, is beautiful and strong only because of the people of both sexes, and of all races and political persuasions who have lived in it and contributed to its culture and its soul and its growth. And that its strength and beauty will increase only to the extent that it is able to accept and respect all of its people equally."

Rosemary Brown: Being Brown: A Very Public Life
Ballantine Books; Toronto, 1989.

CONSTITUTIONAL CHANGE: THE MEECH LAKE ACCORD & CONSTITUTIONAL AMENDMENT

Constitutional change has been, and continues to be, a matter of great concern to the women of Manitoba, for it is the constitution which forms the basis for how Canadians will be governed in every aspect of their lives. Women's voices must be heard in all of the debates leading to changes in our constitution. Accordingly, the Advisory Council has participated in the Meech Lake debate in order to express the concerns of Manitoba women. During the first round of hearings on the Accord itself, the Advisory Council supported detailed recommendations put forward by the Ad Hoc Committee of Manitoba Equality Seeking groups on the Meech Lake Accord and stressed the importance of addressing three specific areas of concern:

* *that the Charter of Rights and Freedoms prevail over new constitutional legislation*

* *that the process of constitutional reform involve all Canadians to the fullest practical extent*

* *that new legislation clearly state that all Canadians will be able to benefit equally from nationally cost-shared programs with minimum national standards.*

When the Special Committee to Study the Proposed Companion Resolution to the Meech Lake Accord (the Charest Committee), arranged hearings in Winnipeg in April of 1990, the Advisory Council again took the opportunity to express women's concerns. Council took the position that the Companion Resolution would be insufficient to address the three basic areas of concern for Manitoba women - Charter protection, protection of shared-cost national programs, and involvement of women in the amendment process. Council also reiterated its desire for Quebec's full participation in the Constitution, and emphasized that Council's concerns were not anti-Quebec, but an expression of the need to guarantee all Canadian women's rights.

In June of 1990, the Chairperson of the Advisory Council was invited by the Manitoba Government to be one of the five official observers at the First Ministers' meeting in Ottawa, called to consider the Meech Lake Accord and the Companion Resolution. Council's position regarding women's concerns remained unchanged, based on ongoing consultations with women and women's groups in Manitoba and across the country.

The Accord was not ratified and all parties had to return to the bargaining table.

In March of 1991, the Special Joint Committee on the Process for Amending the Constitution of Canada held hearings in Winnipeg. The Advisory Council was invited to make a presentation. Council reviewed women's participation in past constitutional debates and emphasized that women's voices must be heard in current and future discussion. Council recommended:

* **THAT the need for adequate time to consider proposals be recognized. Most women's groups do not have access to professional services and have to research and study proposals in a volunteer capacity. The short time frame allowed for these hearings was inadequate to provide for consideration of the constitutional amendment process, a very complicated legal procedure.**

As a result, the Joint Committee asked the Council to canvass Manitoba women

and women's groups in order to determine their opinions regarding a constitutional amending process. Council agreed to this request. To this end, the Chairperson and Executive Director of the Council will undertake a series of consultations throughout the province to meet with women, as well as to consult with other women's groups in order to obtain their input for this vital area. Council will report back to the Joint Committee by June of 1991.

The amending formula will also be a topic for discussion at the upcoming Federal/Provincial/Territorial Meeting of Advisory Councils.

Women will have to continue to be vigilant, so that their concerns will be addressed in what promises to be a long road to constitutional change. Council will continue to monitor developments, and will continue to represent its position on issues of concern to women in this vital area.

Copies of the presentations are available through the Council office.

> The need for women's perspective on human development is critical since it is in the interest of human enrichment and progress to introduce and weave into the social fabric women's concept of equality, their choices between alternative development strategies and their approach to peace, in accordance with their aspirations, interests and talents. These things are not only desirable in themselves but are also essential for the attainment of the goals and objectives of the Decade.
>
> The Nairobi Forward-Looking Strategies for the Advancement of Women (A/Conf. 116/28)
> Nairobi, Kenya: Paragraph 16; 1985.

REPRODUCTIVE HEALTH

The Advisory Council has been involved in the issues surrounding reproductive

technologies since 1983, when it made recommendations to the Government of Manitoba. In 1988, it brought women's groups together to study the issues. In July 1989, Council released the paper "New Reproductive Technologies: Issues and Questions", for information purposes and use as a dicussion tool. In the paper we attempted to focus on as many of the important issues in the reproductive area, both old and new, as possible. Most recently we have sent a letter to the Senate concerning Bill C-43 reiterating our position on reproductive legislation.

In August 1990, the Advisory Council arranged for the Executive Director of the Women's Health Clinic, a member of the Winnipeg Working Group on Reproductive Technologies, to attend the consultation with the Royal Commission on Women and Health, in Vancouver.

In September, the Advisory Council arranged consultative meetings between Dr. Patricia Baird, Chairperson of the Royal Commission on New Reproductive Technologies, Sylvia Gold, Director of Research for the Royal Commission and representatives from the legal, scientific and academic spheres, members of the Winnipeg Working Group and other interested individuals.

In October, Council made a submission to the Royal Commission on New Reproductive Technologies. In its submission, Council noted that a vast amount of research is currently being done on the scientific and technological aspects of reproductive functions, neonatology, and the ethical questions raised by developments in these areas. It is imperative that great deal more research be conducted on the impact of these developments on women's lives and their ramifications for gender equality. More extensive and detailed studies of how such issues affect women from different ethnic backgrounds, and disabled women are required.

The Advisory Council recommends:

* **THAT further research focus on identifying the causes of infertility, with special consideration to smoking, diet, and possible environmental causes, in both sexes.**

* **THAT research be conducted into the different cultural interpretations of infertility and infertility therapies, among groups of different ethnic backgrounds, the disabled and aboriginal people, and that these findings be taken into consideration in program planning.**

* **THAT effective means be developed to present scientific information on genetic screening in language that is readily understandable to lay people and that it be non-coercive in form.**

* **THAT the Royal Commission on New Reproductive Technologies call for a permanent advisory group to be set up to monitor the new reproductive technologies in regards to moral, legal, social, economic and medical issues. Such a Council should reflect a balanced constituency of technical, legal, ethical and citizen advisors and include a solid representation from the women's community. Women's voices must be heard on all issues that have such serious ramifications to society.**

  The Advisory Council recognizes that because technically complex reproductive issues will continue to evolve, public policy must be flexible and relatively broad. The decisions made by this body must carry considerable weight.

* **THAT as a general rule the organization of hearings for Royal Commissions/Committees provide for the accommodation of the special needs of women e.g. child day-care.**

Council also expressed its concern that the far-reaching and rapid technological changes that are taking place in the world today must be considered in terms of their moral and sociological impacts as well as from the strictly scientific viewpoint. All considerations regarding reproductive technologies must take place within an ethical framework. It will be necessary to formulate policy to encompass all of these areas because ignoring them could have devastating effects on all future generations.

RESPONSE TO DISCUSSION PAPER: ALCOHOL, DRUG & SUBSTANCE ABUSE IN MANITOBA

In March of 1991, the Advisory Council responded to the discussion paper on alcohol, drug and substance abuse in Manitoba and presented a preliminary report to the Vodrey Consultation Committee on Alcohol, Drug and Substance Abuse. Because the Advisory Council believes that women with addictions face unique problems within society and the family unit, there is some concern that the paper does not deal with gender as a factor in substance abuse.

The Advisory Council welcomes an approach that emphasizes prevention and the importance of empowering and supporting individuals. Council encourages a sensitivity to, and a recognition of, women's need for treatment programs designed specifically to serve women, including provision for child care.

Council plans to continue its research in this important area.

"One of the important conclusions emerging from the Council of Europe's Seminar on Equality between Men and Women held in Strasbourg last November is that the universalist doctrine of Human Rights must include a realistic concept of masculine and feminine humanity regarded as a whole, that human kind is dual and must be represented in its dual form if the trap of an asexual abstraction in which "human being" is always declined in the masculine is to be avoided"

From a lecture by Madame Justice Bertha Wilson at Osgoode Hall Law School, as published in Canadian Human Rights Advocate, Vol. VI, No. 2; February, 1990.

FAMILY VIOLENCE

Throughout the year, the Advisory Council has continued to focus on ways and

means to alleviate violence against women. To this end, Council has interacted with several government departments and with police departments, in the belief that a broad-based approach is necessary to deal with this societal problem. In addition, Council has shared information with Advisory Councils across Canada, in support of national efforts to address the problems of family violence.

Council staff participated in the National Steering Committee on Family Violence, the Council Chair served as speaker to several community groups on the issue, and Council members undertook initiatives in their own communities, such as recommending the establishment of protocols to police.

In October of 1990, in response to the murder of a woman by her ex-common law spouse, free on bail after the third violation of a restraining order, Council called for a review of police procedures and police training in handling of domestic calls, and the justice system's handling of family violence cases. This led to the establishment of the Domestic Violence Review Committee, which was given the mandate to review all the systems which deal with violence against women, and to make recommendations to improve the handling of domestic violence incidents.

The Advisory Council also requested that an interdepartmental approach to family violence be instituted involving the Departments of Justice, Education, Health and Family Services. Council recommended:

* **THAT the Department of Family Services develop an interdepartmental system for information exchange, so that warning signs of violence could be shared between police, health care providers, social workers, teachers and justice system workers.**

* **THAT the Department of Education design and make mandatory, courses for grades K-12 on violence and non-violent means of resolving conflict and; that teachers and counsellors be given specific training in teaching these courses.**

* **THAT the Department of Health insitute training for health care workers, so that they can readily identify signs of violence, and, development of a protocol for dealing with identified cases of abuse.**

* **THAT Ministers in each of these departments request placement of the issue of family violence on the agendas of their respective Federal/Provincial/Territorial Ministers' meetings.**

The Chair of the Council participated in a planning meeting for a conference to be held in June, 1991 on Women, The Law and Administration of Justice.

Council continues to monitor all aspects of the family violence issue, including sentencing, judicial commentary, police procedures. Council will maintain its efforts in the cause of ending violence against women.

MIDWIFERY

In 1988, after extensive public consultation, the Advisory Council submitted to the Government of Manitoba, a comprehensive report on midwifery, including recommendations concerning recognition of midwifery as a viable medical service to Manitoba women. These detailed recommendations have been outlined in the Annual Report for 1988-89. In summary, the report recommended:

* **THAT the Government of Manitoba commit itself to providing adequate funds for midwifery education and services, and to enacting the legislation necessary to enable midwives to assume their place in Manitoba's health care system.**

* **THAT midwifery be recognized as an independent and self-regulated profession.**

* **THAT entry should be dual track, including both a direct entry program and a post-basic, registered nursing specialization. Attention to accessibility issues, credit for the experience of practising midwives, recognition of previous training credentials, and requirements for midwives to maintain professional skills over time, should be given priority.**

- **THAT throughout the province, birthing facilities be provided through a system of community-based health care centres.**

- **THAT midwifery services be fully funded through Manitoba's comprehensive health care system, and as such, be accessible to all residents of the province.**

The report was referred by the government to the Alternative Health Care Services Task Force for study and review. In September, 1990, Council was asked to present the report to the Alternative Health Care Services Task Force Sub-Committee on Midwifery. The Sub-Committee heard presentations from several interested groups and will prepare a report for the Manitoba Health Advisory Network Steering Committee.

Council will continue to advocate that midwifery be legalized and incorporated into Manitoba's health care system as an independent, self-regulating body of midwives and, that certification be offered through a direct entry training program and as a post-basic, registered nursing specialization.

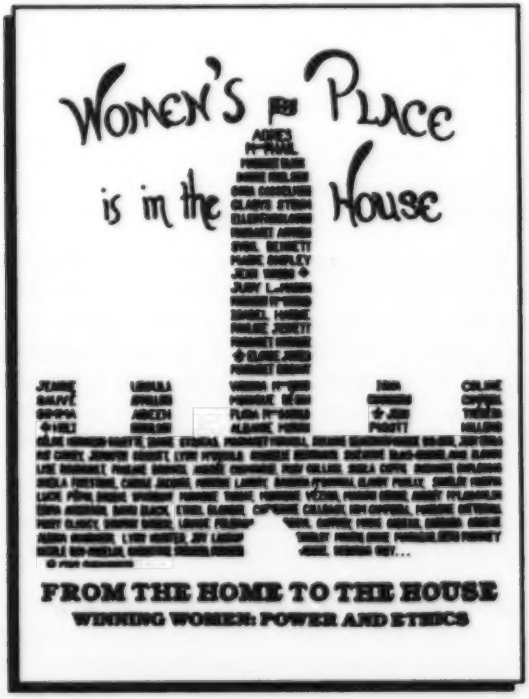
NON-TRADITIONAL OCCUPATIONS

The Advisory Council's report on non-traditional occupations is a synopsis of many reports on a variety of issues regarding these occupations. It has, therefore, not been released as a research report. The synopsis is now available at the Council office.

PORNOGRAPHY

Council met with several community groups in support of a home video classification system for home-use videos. Council's Chairperson expressed these concerns to the Minister. Council met with Classification officials in June, 1990 to discuss community concerns and make recommendations.

In January of 1991, Council corresponded with other Advisory Councils across Canada requesting them to urge their Justice Ministers to apply for intervenor status at the Supreme Court hearing on the Butler case, and to uphold Manitoba's Appeal Court decision. In addition, Councils were asked to assist the Manitoba-based Group Against Pornography in the establishment of a national support network to focus on the Butler case and on other problems connected with pornography.



Poster from the Winning Women Conference, Co-Sponsored by the Manitoba Advisory Council on the Status of Women, January 1991.

COUNCIL ACTIVITIES...

"We cared, and we must continue to care. Each generation must believe it can change the world for the better, whatever the odds are against us."

Margaret Laurence: A Memoir: Dance on the Earth

McClelland & Stewart Inc.; Toronto, 1989.

As advisor to the Manitoba Government on matters of concern to women, it is essential that the Advisory Council be active in the community and accessible to women's organizations across the province. Council serves as a link between women and the Manitoba Government, ensuring that the priority concerns of women are brought to the attention of government decision-makers.

Council supports the efforts of women's organizations and often brings individuals and groups together on issues of common concern.

Administrative assistance is also offered to groups by providing them with meeting space, use of photocopying facilities and assistance with mailing costs.

This year, the Council has had as a major focus, an increased liaison with community groups in rural and northern areas, as well as in urban centres. To this end, it is a goal of the Chairperson to organize a community meeting in each of the Council members' areas. By visiting the local areas, Council hopes to become more attuned to the specific needs and concerns of women in all areas of the province.

COMMUNITY MEETINGS

In April, 1990, the Chairperson attended a community meeting in Portage La Prairie, co-hosted by Council members Arlene Baillie and Judy Burch. Issues of concern to rural women were discussed. The Nellie McClung Theatre Group performed for the group and proceeds of the event were donated to the Portage Women's Shelter.

In June, 1990, the Chair attended a meeting of representatives of the disabled women's community in Winnipeg, hosted by Council Member, Paula Keirstead and co-sponsored by the Council. The role and mandate of the Council was discussed, and concerns of the women were heard.

In December, 1990, the Chairperson travelled to Brandon to meet with a variety of women's groups and individuals with a view to discovering ways and means of interaction and cooperation with women in the Westman region.

Plans are underway for rural and northern trips to be made in the spring and summer of 1991.

In January of 1991, the Advisory Council facilitated a meeting with the Executive Director of Student Aid, Ottawa, a group of single-parent mothers and student union representatives, so that the students could express their concerns and frustrations regarding Student Aid funding regulations and procedures.

In February of 1991, Council facilitated a meeting with Sylvia Farrent, Vice-President of the Canadian Advisory Council on the Status of Women and representatives of Manitoba women's groups, to discuss issues of mutual concern.

CO-SPONSORSHIPS

Each year the Advisory Council sponsors a number of equality-seeking women's groups' community work. Sponsorships included:

* *Several meetings of the Legal Education and Action Fund (L.E.A.F.), an organization dedicated to raising funds to endow L.E.A.F. (Manitoba).*

* *The attendance of a representative of the Consulting Committee on the Status of Women with Disabilities at the Premier's Conference: Make It Happen.*

* *The attendance of a northern woman at the Apprenticeship Conference.*

* *Women Business Owners' celebration of International Women's Day.*

* *Immigrant Women's Association International Women's Day Ceremonies.*

* *The attendance of four Brandon women at a briefing meeting with the Premier on the Companion Resolution to the Meech Lake Accord.*

* *Manitoba Theatre For Young People.*

* *Carmen Women's Study Group.*

* *Women in Politics Dinner in Brandon.*

* *Symposium on Women From a Religious Perspective.*

* *Attendance of a northern woman's at a national, organizational meeting of Women in Trades and Technology.*

* *Coalition on Education and Training for Women - meeting and mail-out.*

PERSON'S DAY

Council hosted a Person's Day Celebration at the Legislative Building on October 18, 1990, which marked the 61st anniversary of the Person's Case, the important legal victory in which women obtained the right for women to be considered as persons - with all the rights, privileges and responsibilities which that recognition infers. As well, the celebration was held to introduce the new Minister responsible for the Status of Women, the Honourable Bonnie Mitchelson.

WINNING WOMEN III: POWER & ETHICS CONFERENCE

The Advisory Council, together with the Junior League of Winnipeg and Secretary of State, Women's Programs, co-sponsored a conference attended by 200 women, January 24-26, 1991. The focus of the conference was to encourage more women to seek positions of power by participating in the political process, as election candidates, as decision-makers in political parties and in government, and to discuss ethics by considering whether or not women bring a different ethical perspective to decision-making than do men.

JOINT MEETINGS OF ADVISORY COUNCILS

Twice a year, the Chairperson of the Advisory Council attends joint meetings of Federal/Provincial/Territorial Advisory Councils to discuss issues of mutual

concern. All jurisdictions are represented with the exception of B.C., which does not yet have an Advisory Council.

This year the full joint meeting took place in Moncton, New Brunswick in May of 1990. Council was represented by the Chairperson and the Executive Director. The Western Regional meeting was held in Banff in November of 1990, where Council was represented by the Chairperson and a member of Council.

WORK EXPERIENCE

During the summer of 1990, the Council provided a work experience position for a woman from the Manitoba Human Resources Opportunity Program.

MANITOBA VOLUNTEERS IN GOVERNMENT PROGRAM

Council was fortunate to obtain the services of a volunteer from the Volunteers in Government Program. This volunteer did valuable research into alcohol and drug treatment programs available to women.

STUDENT PLACEMENT FROM HUMAN ECOLOGY PROGRAM, UNIVERSITY OF MANITOBA

Council supervised the practicum of a student in the Family Studies program. The student researched services and resources that are available for single-parent mothers in Winnipeg.

MEETINGS WITH PREMIER AND CABINET

The Advisory Council was pleased to have opportunities throughout the year, to meet with the Premier and some of the members of Cabinet, and to be able to present their concerns directly to the appropriate department.

In October of 1990, the Chairperson met with the Minister of Justice, who provided information on the plans for a special committee to be struck to assess domestic violence.

In February of 1991, the Chairperson met with the Minister of Labour to discuss pension splitting. Legislation is required so that women are not adversely affected by the differences in federal and provincial pension legislation. Manitoba law requires that pensions be split on marriage breakdown, while federal legislation does not require such division.

In March of 1991, the Chairperson and members of Council met with the Minister responsible for the Status of Women, the Minister of Family Services, and the Minister of Labour, to discuss the Single-Parent Family report concerning recommendations.

In March of 1991, Council met with the Premier, the Minister responsible for the Status of Women, the Minister of Labour, the Minister of Cooperative, Consumer and Corporate Affairs and MLA's, to discuss issues of ongoing concern to women: the need to address equitable treatment of young women in the school system; implementation of anti-violence and assertiveness training programs in the schools; an inter-disciplinary, cooperative approach to dealing with family violence; use of Victims Assistance Program funds; the establishment of a standard protocol for dealing with the victims of violence in the health care setting; alcohol, drug and substance abuse; and access to income security.

SPEAKING ENGAGEMENTS

The Chairperson and members of the Advisory Council are available to speak to

groups about issues of concern to women. Topics covered during the 1990-91 year were:

- *Stereotyping in the Work Force: How to Change Women's Roles*
  Sturgeon Creek Regional School

- *Spousal Abuse*
  Family Law Sub-Section of the Manitoba Law Society

- *Women in Education and Entrepreneurship*
  Faculty of Education, Masters Program

- *Future Vision: The Silent Revolution*
  Winning Strategies Conference
  Women Business Owners of Manitoba -
  International Women's Day

- *Role and Mandate of the Advisory Council*
  L.E.A. Wife Abuse Committee

- *Women in Politics*
  Brandon Political Action Group

In addition, Council members or staff acted as workshop facilitators on such topics as:

- *Networking*
  Immigrant Women's Symposium

- *Networking to Form a Coalition*
  Employment Equity Conference

- *Mentoring*
  Women in Government Workshop

Council members and staff also attended a wide range of conferences and meetings as participants. Examples include:

- *Women's Institute's 80th Anniversary Celebrations*
- *Association of Family and Conciliation Courts Conference*
- *Industry and Education Partnership Planning Meetings*

- *Anti-Poverty Conference*
- *Réseau Annual General Meeting*
- *Women's Vigils Planning Meetings*
- *Northern People/Northern Lands*
- *Winnipeg Real Estate Board's Citizen Awards*
- *Women and Aids*
- *Women in Trades and Technology*
- *Women in Government Equity Day*
- *Women of the Year Awards - Winnipeg*
- *Women of Distinction Awards - Brandon*
- *Women's Funding Symposium*
- *Challenges and Opportunities Facing Human Services: Social Planning Council*
- *Federal Task Force on Entrepreneurship*
- *Disabled Women's Network National Symposium*
- *F.R.A.P.P.E. World Summitt - Montreal*
- *"Make It Happen" Premier's Conference for Women*
- *Single-Parents' Conference*

MEDIA

Council's Chairperson is frequently asked by representatives of the media to comment on current and emerging issues of concern to women. Numerous interviews have been conducted throughout the year, on a variety of subjects, such as:

- *The Meech Lake Accord*
- *The Special Committee to Study the Proposed Companion Resolution to the Meech Lake Accord (the Charest Committee) hearings*
- *The Manitoba Task Force on Constitutional Reform*
- *Meech Lake Accord: Debate of First Ministers*
- *Review of the justice system and how it deals with domestic violence*
- *Family Violence Court*
- *The Royal Commission on Reproductive Technology*

- *Bill C-43 on Reproductive Freedom*
- *Individual cases of domestic violence*
- *Inappropriate advertising photos by Naval Reserve*
- *Alleged comments regarding women by Red River Community College administrators*
- *Control of Pornographic Videos*
- *Video Tape Classification System*
- *Single-Parent Family needs*

Person's Day Celebration
(left - right)
Hon. Bonnie Mitchelson,
Minister responsible for
the Status of Women,
Marilyn Gault, Chairperson

Person's Day Celebration
(left - right)
Jean Carson,
Agnes MacDonald,
Sybil Shack

COUNCIL'S SUB-COMMITTEES...

During the year, Council has worked under a committee system. Committees dealt with major areas of concern to Council members: Violence Against Women, Legal and Justice, Women and Education/Training, Women and Health.

VIOLENCE AGAINST WOMEN/LEGAL AND JUSTICE

The major thrust of this committee was to urge government to deal with family violence by way of a coordinated, interdepartmental approach. The Committee focused on monitoring of the justice system's methods of dealing with women, including police procedures, legal procedures, and Court decisions and sentencing.

EDUCATION/TRAINING COMMITTEE

The Committee focused on the problems of achieving equitable treatment of girls and women in the system, both as students and as teachers, professors and administrators. The Committee made contact with, and supported the activities of the University of Manitoba Committee on Women in Maths and Science. The goals of the Education/Training Committee included fostering awareness of equity issues in school-related associations, and the Committee recommended continued efforts in this direction.

HEALTH SUB-COMMITTEE

The Health Committee studied ways and means of incorporating all Health Care related services into a Community Health Centre. This model of providing service should reduce costs by utilizing a central administration, as well as provide more appropriate, coordinated services to women. The Committee also suggested that a general blueprint for Community Health Centres be developed, which could then be adapted to suit individual community needs.

PUBLICATIONS...

The Advisory Council has prepared a number of research reports and submissions on a variety of issues of concern to women. The following are available free of charge from the Council office:

Annual Report, 1989-90
October 1990

New Reproductive Technologies: Issues and Questions
July 1989

The Manitoba Lotteries Foundation "Are Women in the Game?"
March 1989

Annual Report, 1987-88
September 1988

Midwifery: Recommendations to the Manitoba Government
September 1988

Annual Report, 1986-87
November 1987

Spokesperson's Guide
September 1987

Response to the Position Paper on the Framework for Diversification in Western Canada
August 1987

Midwifery: A Discussion Paper
May 1987

Moving Forward: A Triennial Report (December 1982-March 1986)
March 1987

Women in the Labour Force: A Case Study of the Manitoba Jobs Fund
February 1987

The Economic Realities of Women Under the Manitoba Family Maintenance Act
October 1985

The "System's" Response to Victims of Incest in Manitoba
January 1985

Sexual Assault: Manitoba Concerns
November 1985

Information on Pornography
June 1983

Report on the Manitoba Pension Commission Hearings
March 29, 30, 1983

Briefs/Submissions

Presentation to the Special Joint Committee on the Process for Amending the Constitution of Canada
March 27, 1991

Submission to the Royal Commission on New Reproductive Technologies
October 23, 1990

Presentation to the Special Committee to Study the Proposed Companion Resolution to the Meech Lake Accord
April 25, 1990

New Reproductive Technologies: A Bibliography
January 1990

Response to "Elder Abuse in Manitoba" Manitoba Seniors' Directorate Discussion Paper
November 30, 1989

Manitoba Sport Policy Advisory Committee Discussion Paper
October 6, 1989

A Brief to the Canadian Human Rights Commission
May 15, 1989

Presentation to the Manitoba Task Force on the Meech Lake Constitutional Accord
April 27, 1989

Brief Presented to the Manitoba Task Force on Child Care
January 18, 1989

Presentation to the Public Hearings on Bill 11, The Child Custody Enforcement Amendment Act
December 15, 1988

Submission to the Aboriginal Justice Inquiry
September 13, 1988

Submission to the High School Review Panel
May 6, 1987

Brief to a Committee of the Legislature Regarding Bill 47, The Human Rights Code
July 9, 1987

The Economic Realities of Women
November 1984

Pornography: Presentation to the Special Committee on Pornography and Prostitution Appointed by the Minister of Justice of Canada
April 1984

Reproductive Health: Recommendations to the Government of Manitoba
May 16, 1983

FINANCIAL STATEMENT, 1990 - 1991...

Salaries	
Managerial	49,924
Professional/Technical	35,993
Administrative Support	56,981
Total Salaries	**142,898**
Other Expenditures	
Personal Services	47,442
Transportation	7,685
Communication	15,483
Supplies and Services	20,058
Physical Assets	572
Other Operating	20,107
Total Other Expenditures	**111,347**
TOTAL EXPENDITURES	**254,245**

AUDITORS' REPORT...

Kuhtey & Company

CERTIFIED GENERAL ACCOUNTANT

[illegible]

AUDITORS' REPORT

To the Chairperson and Members of the Council
Manitoba Advisory Council on the Status of Women:

We have examined the statement of operations of the Manitoba Advisory Council on the Status of Women for the year ended March 31, 1991. This financial statement is the responsibility of the Manitoba Advisory Council's management. Our responsibility is to express an opinion on this financial statement based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the council as at March 31, 1991, and the results of its operation for the year then ended in accordance with generally accepted accounting principles.

Kuhtey & Company

Certified General Accountant

June 24, 1991
Winnipeg, Manitoba